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ACQUISITION,
TECHNOLOGY
AND LOGISTICS

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MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF THE ARMY
(ENVIRONMENT, SAFETY AND OCCUPATIONAL
HEALTH)
DEPUTY ASSISTANT SECRETARY OF THE NAVY
(ENVIRONMENT)
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE
(ENVIRONMENT, SAFETY AND OCCUPATIONAL
HEALTH)
DIRECTOR, DEFENSE LOGISTICS AGENCY

SUBJECT: Integrated Natural Resource Management Plan (INRMP) Template

This memo provides guidance that describes the overall format and organization for all new INRMPs, and, to the extent practicable, for INRMPs that undergo major revisions. It should also be used by all installations to guide and inform their 5-year INRMP reviews. This INRMP template is not required for minor INRMP revisions.

The intent of this INRMP template is to ensure that each Military Service provides consistent information in its INRMPs, and in a similar format to expedite review by the U.S. Fish and Wildlife Service and State fish and wildlife agencies.

This format captures all types of information that would routinely be expected in an INRMP; however, it is not intended to be all-inclusive. DoD Components or their installations may add additional sections to the INRMP that are appropriate for their specific situations. Also, when a section or appendix of the template is not used, a page should be included in the INRMP that states the section is not applicable.

These guidelines are effective immediately. If you have any questions, please contact Mr. Peter Boice at (703) 604-0524.


Alex A. Beehier

Assistant Deputy Under Secretary of Defense
(Environment, Safety and Occupational Health)

Attachment:
As stated



DoD Integrated Natural Resources Management Plan (INRMP) **Template**

Title Page

Signature Page (may also include documentation of annual reviews and coordination)

Executive Summary

Table of Contents: To include list of Tables and Figures

1. Overview:

- a. Purpose – to develop a plan which integrates installation Natural Resources management with the military mission
- b. Scope - identify all lands, ranges, near shore areas and leased areas included in the INRMP.
- c. Goals and objectives – summarize overall goals and objectives
- d. Responsibilities - describe the general responsibilities of the stakeholders (including off-base stakeholders, as appropriate) and their specific responsibilities regarding the implementation of the Integrated Natural Resources Management Plan (INRMP). The term “stakeholders” does not refer to the public, which includes Non-Governmental Organizations (NGOs).
 - (1) Installation stakeholders: includes Installation Trainers, Public Works/Civil Engineering, Installation Legal Office, Public Affairs, Fire Department, Ranger Management, Flight Safety, and other appropriate offices.
 - (2) External Stakeholders: [with INRMP Responsibilities] include U.S. Fish and Wildlife Service (FWS), National Office of Atmospheric Administration (NOAA) Fisheries, and State Fish and Wildlife agencies.
 - o Commitment of the FWS - summarize FWS and State fish and wildlife agency roles in regard to INRMP development, implementation, reviews and revisions. [i.e., per Sikes Act requirements, the FWS and states agree to cooperate in the development of the INRMP and to review the INRMP as to operation and effect at least once every five years.] In addition to the formal five-year review, Department of Defense (DoD) policy calls for annual INRMP reviews conducted in coordination with the Sikes Act partners.
- e. Authority – describe the authority behind the INRMP (Sikes Act, applicable DoD and Service policies)
- f. Stewardship and Compliance Discussion – ensure that the difference between stewardship and compliance is clear and defines the criteria for INRMP implementation. This section should also discuss how we develop *and demonstrate* an approach to integrating stewardship considerations into planning and analysis.

- g. Review and Revision Process - briefly discuss Sikes Act and DoD requirements for review and revision. Discuss methodology for keeping INRMPs current via annual INRMP reviews and formal "5-year" reviews for operation and effect.
 Environmental Management System (EMS): Discussion of EMS can be inserted here. The processes of annual and "5-year" reviews are components of EMS.
- h. Management Strategy – as appropriate, include detailed discussion, specific to the installation, of the type of management used to carry out the natural resources program. Examples include ecosystem management, adaptive management, cooperative management, and combinations of these and other management approaches.
- i. Other Plan Integration- Briefly discuss how INRMP planning and development is fully integrated into the development of installation Base General Plan, BASH Plan, Pest Management Plan, Comprehensive Range Plans, Real Property Master Plan, National Environmental Policy Act (NEPA) documents, and other major installation planning processes.

2. Current Conditions and Use:

- a. Installation Information
 - (1) General Description – Concise location description of where the installation is located.
 - (2) Regional Land Uses - general description of the region land area and uses adjacent to and in close proximity to the installation
 - (3) Abbreviated History and Pre-Military Land Use - briefly describe.
 - (4) Military Mission - provide concise description of current installation mission
 - (5) Operations and Activities – describe any operations and activities that may affect the natural environment
 - (6) Constraints Map - a map that shows all the areas on the installation where restrictions on training or mission occur, due to natural resources related issues. (Natural resources related issues would include listed species, soil erosion, invasive species, etc.) This map should also illustrate areas where encroachment issues exist.
 - (7) Opportunities Map (to include potential buffer areas and corridors) - the opposite of a constraints map. Show all the areas where there are little to no restrictions on training. This map should also illustrate potential encroachment partnering areas.
- b. General Physical Environment and Ecosystems (Concise Summary) - general description of the physical environment that makes up the installation. For example; installation acreage, does it contain prairie, desert, mountains, etc. Include basic topography map if available.
- c. General Biotic Environment.
 - (1) Threatened and Endangered (T&E) Species and Species of Concern – briefly discuss any T&E and/or species of concern that exist on the installation. Include map of Critical Habitat if designated.

- (2) Wetlands and Deep Water Habitats – briefly discuss wetlands and deep water habitats that may occur on the installation. If applicable, maps of wetland delineations will be placed in the appropriate appendix.
- (3) Fauna - a brief description of the sensitive or keystone species of fish and wildlife that are found on the installation. It is not necessary to describe all species found. Special attention should be focused on game species and migratory birds.
- (4) Flora - a brief description of the sensitive or keystone species that exist on the installation. Also include general information on vegetative communities. It is not necessary to describe all species found. Special attention should be focused on invasive species.

3. Environmental Management Strategy and Mission Sustainability:

- a. Supporting Sustainability of the Military Mission and the Natural Environment
 - (1) Integrate Military Mission and Sustainable Land Use
 - (2) Define Impact to the Military Mission
 - (3) Describe Relationship to Range Complex Management Plan or other operational area plans
- b. Natural Resources Consultation Requirements – discuss any current or planned consultations (e.g., Section 7, Essential Fish Habitat)
- c. (NEPA Compliance - Describe how NEPA is achieved and documented, and how the associated public involvement review process works.
- d. Beneficial Partnerships and Collaborative Resource Planning – discuss existing or potential opportunities
- e. Public Access and Outreach
 - (1) Public Access and Outdoor Recreation - describe what public access is available and any restrictions that apply.
 - (2) Public Outreach - describe installation public outreach efforts related to natural resources.
- f. Encroachment Partnering - discuss how partnering can benefit the installation as part of a management strategy for encroachment
- g. State Comprehensive Wildlife Plans (SCWP) - Discuss how components of the SCWP have been incorporated into the INRMP and how components of the INRMP have been incorporated into the SCWP.

4. Program Elements: Describe applicable program elements and integrate goals and objectives here. (Note: all program elements will not apply to all installations across all Military Services. Use Not Applicable (NA) as a placeholder when a program element is not discussed. Additional program areas that are not listed below can be added to the list at the bottom.)

- a. Threatened and Endangered Species management and species benefit, Critical Habitat, and Species of Concern Management
- b. Wetlands and Deep Water Habitats Management
- c. Law Enforcement of Natural Resources Laws and Regulations
- d. Fish and Wildlife Management
- e. Forestry Management

- f. Vegetative Management
- g. Migratory Birds Management
- h. Invasive Species Management
- i. Pest Management
- j. Land Management (e.g., soil erosion)
- k. Agricultural Outleasing
- l. Geographical Information Systems (GIS) Management, Data Integration, Access, and Reporting
- m. Outdoor Recreation
- n. Bird Aircraft Strike Hazard
- o. Wildland Fire Management
- p. Training of Natural Resource Personnel – discuss requirements, achievements and opportunities
- q. Coastal/Marine Management
- r. Floodplains Management
- s. Other Leases

5. **Implementation:** Brief discussions of how the INRMP will be implemented.
- a. Summarize the process of preparing prescriptions that drive the projects.
 - b. Achieving No Net Loss - describe whether, and if so how, the installation is achieving no net loss in the capability of military lands to support the mission of the installation through the implementation of the INRMP.
 - c. Use of Cooperative Agreements - discuss cooperative agreements as a tool for INRMP implementation and list cooperative agreements the installation is using.
 - d. Funding - briefly describe the funding process and INRMP implementation. This is for the benefit of the USFWS, states and public who may not understand how money is requested years in advance.

APPENDICES: The role of the appendices is to capture all additional information that does not appropriately fit with-in the body of the INRMP. The appendices below are not inclusive and additional appendices can be added as needed. At a minimum, the appendices below should be addressed. (If any of the below appendices are not applicable use "NA").

Appendix 1. – List of Acronyms

Appendix 2. – Detailed natural resources management prescriptions that drive the projects, written by the military installation/FWS/State Team – with cost estimates, funding classification, and projected timeframe. Prescriptions for federally-listed species must demonstrate how they benefit the affected species.

Appendix 3. – List of Projects: A list of all the projects that the installation intends to conduct to implement the INRMP. The project list was removed from the main body of

the INRMP and inserted as an appendix so that it can be easily updated and referenced. Current and next fiscal year projects should be identified by funding Class. Projects for federally-listed species must clearly demonstrate execution assurances and a feedback mechanism to ensure efficiency or adaptive management of the projects.

Appendix 4. – Surveys: Results of Planning Level Surveys should be inserted here.

Appendix 5. – Research Requirements: Research requirements are projects that would be nice to do by an installation but there is no legal obligation to support. The concept behind the appendix is that it will allow the installation and other entities (e.g., Strategic Environmental Research and Development Program (SERDP)) to quickly assess if there are any projects available for funding if it became available.

Appendix 6. – Migratory Bird Management: Each INRMP must address the conservation of birds and their habitat to promote and support migratory birds in compliance with the Migratory Bird Treaty Act (MBTA), Executive Order 13186 and any subsequent rules, and agreements. This is accomplished largely by leveraging our conservation efforts with appropriate State/Regional Bird Conservation Plans. Additional information for this part of the INRMP is available on the DoD Partners In Flight (PIF) Website at: www.dodpif.org.

Appendix 7. – INRMP Benefits for Endangered Species: The Endangered Species Act states that “the Secretary shall not designate as critical habitat any lands or other geographical areas owned or controlled by the Department of Defense, or designated for its use, that are subject to an INRMP prepared under section 101 of the Sikes Act, if the Secretary determines in writing that such plan provides a **benefit** to the species for which critical habitat is proposed for designation.”

The objective of Appendix 7 is to identify within the INRMP all management and conservation efforts for a listed species that the FWS and NOAA Fisheries would use to consider when making a determination not to designate critical habitat on an installation. This will speed the review process by identifying upfront potential projects/actions to the installation, FWS and or NOAA Fisheries to obviate the need to designate critical habitat on military installations.

Appendix 8. –Critical Habitat Issues: The appendix allows the installation to be proactive. If critical habitat for a listed species on or contiguous to the installation were to be designated, what critical habitat issues might arise that would have an impact on training and the mission? The objective here is to be prepared to utilize the 4(a)(3) and 4(b)(2) provisions of the Endangered Species Act by documenting mission impacts from potential listings. Installation Natural Resources Managers should monitor the FWS listing schedule.